



994 N. Van Ness  
Fresno, CA  
93728-3428

(559) 442-3762  
FAX 442-3319

# FPOA

FRESNO POLICE OFFICERS ASSOCIATION

**PRESS RELEASE NOTIFICATION:  
FOR IMMEDIATE RELEASE**

**Jacky Parks  
FPOA President**

**DATE:  
May 9, 2013**

Thursday, May 9th, the Fresno Police Officers' Association presented over \$8.3 M in concessions to the City Council.

Jacky Parks, President of the FPOA stated:

- "The men and women of the Fresno Police Officers Association took an oath to protect and serve our community. Sometimes this service means working with a City Administration that refuses to meet and simply talk about the City's financial needs."
- "While in contract, and without a request from the City, the men and women of the Fresno Police Officers' Association have voluntarily agreed to give back to the City more than \$8 M in concessions. The concessions offer immediate help and grow over time, saving the City millions of dollars through long term structural changes"
- "The \$8.3 M in savings will ensure the City's solvency and improve the quality of public safety service to our community. It is shameful for a city administration to say they have no plan "B" if their political agenda fails. As police officers, we never go into any situation without having a backup plan. Today the City of Fresno was blessed with a choice and no longer has to worry about needing plan "B". The City can assume money will come in from a tenuous and risky political agenda, or they can accept \$8.3 M that is very real."

Press packets outlining the concession offer are available at the FPOA office located at 994 N. Van Ness Ave and at the City Council meeting.

**Contact Person:  
Jacky Parks, FPOA President 442-3762**



# FPOA

FRESNO POLICE OFFICERS ASSOCIATION

994 N. Van Ness  
Fresno, CA  
93728-3428

(559) 442-3762  
FAX 442-3319

**DATE:** MAY 9, 2013

**TO:** BLONG XIONG  
Council President

Steve Brandau  
Acting Council President

Oliver Baines  
Council District 3

Paul Caprioglio  
Council District 4

Sal Quintero  
Council District 5

Lee Brand  
Council District 6

Clint Olivier  
Council District 7

**FROM:** Jacky Parks   
President, FPOA

**SUBJECT:** Fresno Police Officers' Association Concession Offer

The FPOA is here today to provide the City with short and long term structural changes to assist the City during these difficult financial times. As you know, the FPOA contract is not open and we are under no legal obligation to offer concessions to the city. I want to be very clear, the FPOA is not here to negotiate or open our contract.

With that said, the FPOA membership has once again stepped up through general membership meetings, and have authorized the FPOA leadership to make the following concession offer to the City valued at more than \$8.3M.

The terms of the offer you are receiving today were presented to the FPOA members as you see it. The language is conceptual, but specific enough to convey the intent of each concession item. This offer, if accepted by the City, is subject to the parties agreeing on final implementation language.

Be advised that this offer is comprised of several component concession items that impact the FPOA MOU at different times. As the council considers this offer, it is important that you understand that these concessions are time sensitive and require immediate attention and action by this Council to fully realize all of the savings.

**FPOA**

# FPOA BASIC AND MANAGEMENT UNIT CONCESSION OFFER TO CITY OF FRESNO

**DATE: 05-09-13**

FY-13 & 14 BUDGET YEAR		
NO.	CONCESSION ITEM	VALUE
1	FPOA Basic and Management Unit active members agree to give up the June 2013 uniform check. This is for one time and does not impact future uniform checks.	\$527,038 * Per Dept BO 02-13-13, based on 717 members
2	FPOA Basic and Management Unit active members agree to freeze Holiday Time accrual for twelve months. Holiday Time accrual turns back on automatically July 1, 2014.	\$3,461,382 *Based on 1% of salary being \$695,554.53 * Per Dept BO 02-13-13
3	FPOA Basic and Management Unit active members agree to eliminate the Wellness Program, and agree to give up the 2013, 2014, and 2015 wellness checks.	\$715,283 * Per Dept BO 02-13-13
4	FPOA Basic and Management Unit active members agree to give up the June 2014 uniform check. This is for one time and does not impact future uniform checks.	\$527,038 * Per Dept BO 02-13-13, based on 717 members
5	FPOA Basic and Management Unit active members agree to reduce Sick Leave accrual from 8 hrs a month to 7.5 hrs a month. Annual accrual changes from 96 hrs. to 90 hrs.	\$150,570 *Based on 717 Sworn averaging \$35 an hour
7	The FPOA Basic and Management Unit active members agree to allow the City to offer an option to cash out unused Sick Leave at \$.25 on the dollar. The cash out must occur thirty days prior to the member separating from City service, instead of participating in the HRA program. If the member does not separate from City service on their own accord within thirty days, they must pay the full amount received back to the City within 90 days.	\$To Be Determined
8	The FPOA Basic and Management Unit active members agree to freeze regular Holiday Time Bank voluntary pay downs from July 1, 2013 through June 30, 2014. Regular Holiday Time Bank pay downs automatically turn back on July 1, 2014, at the limits outlined in the current MOU/side letter. *This does not include current MOU/side letter Special Holiday Leave Time Bank pay downs.	\$To Be Determined
9	The City agrees to hold FPOA Basic and Management Unit members in their last three years harmless for purposes of their retirement calculation. The value of the accrued holiday time, wellness time, uniform allowance, and salary deferrals will be considered pensionable for retirement purposes during their last three year calculation. Current retirees and DROP members will be held harmless from active member salary deferrals, and will be held harmless from active member concessions.	\$0
10	The City agrees to extend the current FPOA Basic and Management Unit no furlough, no demotion, and no layoff language to July 1, 2016	\$0
11	FPOA Basic and Management Unit members agree to a limited reopener beginning July 1, 2013 to negotiate a Tier III retirement system and new H&W rates for new hires to be effective the date the Tier III and H&W rate changes are agreed upon and signed by both parties. *Replaces existing H&W reopener	\$To Be Determined
12	The City agrees to extend the current FPOA Basic and Management Unit MOU/side letter language through January 1, 2017, unless otherwise changed within this agreement.	\$0
13	If the City declares fiscal emergency or bankruptcy after the acceptance of this offer, and on or before January 1, 2017, the City agrees not to impose additional concessions from the FPOA Basic and Management Units until they have received concessions of equal percentage value to this concession offer, from all other city labor groups and at will employees.	\$0
14	The City agrees to pay FPOA attorney fees if the City files for fiscal emergency or bankruptcy after the acceptance of this offer, and on or before January 1, 2017.	\$0
15	The City and the FPOA agree to change current MOU language under Chapter 4, specifically 4.1 Association Recognition and 4.3 City Recognition for this agreement and will revert back to current MOU language for the successor MOU. The language change for this agreement is needed to comply with the January 1, 2017 agreement end date. The language shall be changed to, "The City and Association shall meet and confer in good faith promptly upon the request of either party for a reasonable period of time in order to exchange freely information, opinions, and proposals, and endeavor to reach agreement on a successor MOU beginning January 1, 2017".	\$0
<b>TOTAL CONCESSION FY13 &amp; FY14 = 7.7%      ***MINIMUM SAVINGS TO THE CITY</b>		<b>\$5,381,311</b>

# **FY-15 BUDGET YEAR**

NO.	CONCESSION ITEM	VALUE
16	FPOA Basic and Management Unit active members agree to defer the July 1, 2014 2% salary increase for twelve months, and shall receive it on July 1, 2015. *This does not change other FPOA Basic and Management Unit active member's salary increases per the current MOU/side letter.	\$1,391,109 *Based on 1% of salary being \$695,554.53 based on 717 members
17	FPOA Basic and Management Unit members agree to give up the June 2015 uniform check. This is for one time and does not impact future uniform checks.	\$527,038 * Per Dept BO 02-13-13, based on 717 members
18	FPOA Basic and Management Unit active members agree to reduce Vacation Time accrual by .5 hours each month or 6 hrs annually	\$150,570.00 *Based on 717 Sworn averaging \$35 an hour
19	Wellness Program Savings Continued	\$715,283 * Per Dept BO 02-13-13
20	Sick Leave accrual savings continued	\$150,570.00 *Based on 717 Sworn averaging \$35 an hour
21	The City agrees to add language that was identified and left out accidentally of the 2006 negotiated FPOA Basic and Management Unit MOU's that shift differential pay is pensionable. *The City has been honoring the agreement, but the MOU/side letter really should reflect the correct language.	\$0
TOTAL CONCESSION FY15 = 4.2% ***MINIMUM SAVINGS TO THE CITY		\$2,934,570
TOTAL CONCESSION ALL YEARS FPOA = 12% ***MINIMUM SAVINGS TO THE CITY		\$8,315,881

TOTAL CONCESSION HARD DOLLARS BOTH YEARS = 11.3%	***MINIMUM SAVINGS TO THE CITY	\$7,864,171
TOTAL CONCESSION SOFT DOLLARS BOTH YEARS = .7%	***MINIMUM SAVINGS TO THE CITY	\$451,710

## **IMPORTANT SAVINGS TO NOTE**

1. This concession deal reduces sick leave accrual by 6 hours a year per sworn member. 6 hours x 717 sworn = 4,302 hours a year
2. This concession deal reduces long term liability from sick leave overtime costs and cost to the HRA
3. This concession deal eliminates the Wellness Program valued at \$715,283 with pension cost
4. This concession deal eliminates long term liability from Wellness Program pension costs
5. This concession deal reduces vacation time accruals by 6 hours a year per sworn member. 6 hours x 717 sworn = 4,302 hours per year
6. This concession deal reduces long term liability from vacation time bank pay outs
7. This concession deal will provide short term and long term savings which signals cooperation to bond holders and banks, which can raise the City's bond rating

THE TOTAL HOURS SAVED ANNUALLY PER SWORN MEMBER IS 12 HOURS OR 12 HOURS x 717 SWORN = 8,604 HOURS A YEAR

- NOT SHOWN IS THE \$715,283 SAVED FROM THE 2015 WELLNESS CHECK
- NOT SHOWN ARE THE MILLIONS OF DOLLARS SAVED FROM THE CREATION OF A TIER III RETIREMENT SYSTEM AND TIER II H&W RATE